



# **Submarine Officer Community Status Brief**

**August 2012**



# Discussion Points

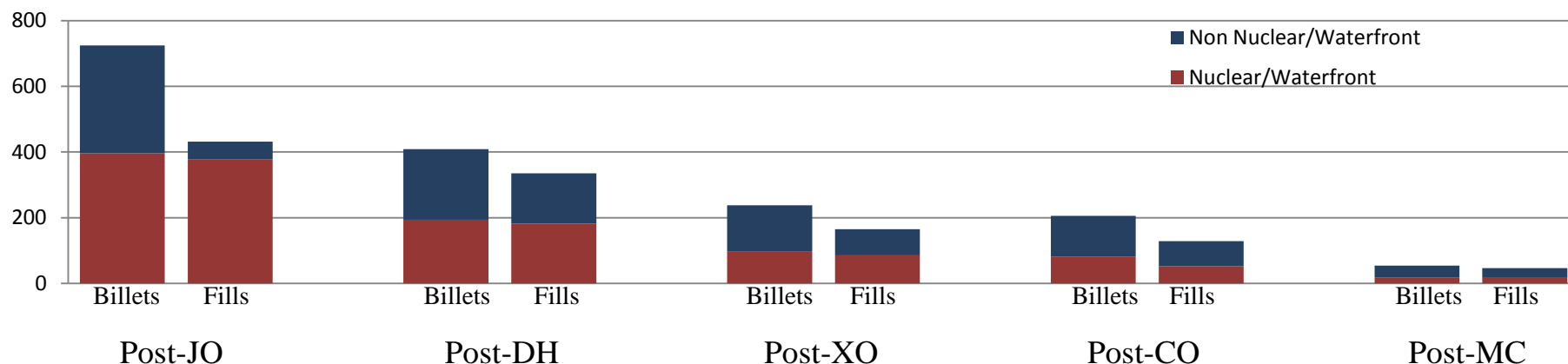
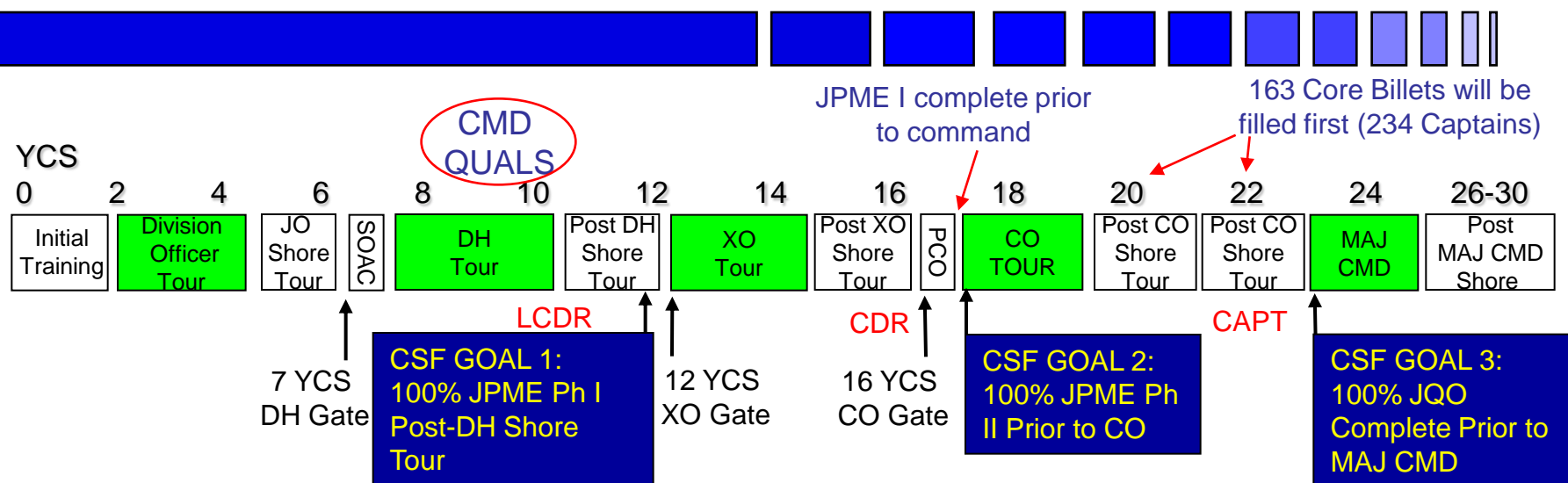


- **Career Path**
- **Graduate Education**
- **Promotion and Screening**
- **Detailing at each career milestone**
- **Screening Statistics**
- **Pay**
- **Current Events**
- **Available Tools**



# Career Path Challenges

## *Must Make Every Opportunity Count!*



Few opportunities for Grad Ed/Joint/JPME and Career Broadening Assignments



# Graduate Education



# Graduate Education *Opportunities*



## ■ Post Division Officer

- 32 NPS Billets, 71 NROTC Billets, USNA GET, USNA Company Officer (3), NPTU Graduate Education Follow-On

## ■ Post Department Head

- War College (Army, Air Force, Marine, Navy, ICAF, NDU)

## ■ Post CO/XO

- War College (Army, Air Force, Marine, Navy, ICAF, NDU)

## ■ Special Programs

- Woods Hole MIT, Olmsted Scholarship, Legislative Fellowship

## ■ Common Distance Learning (DL) Opportunities

- NPS - EMBA and M.S. Engineering Science
- Catholic, ODU – Engineering Management



# Graduate Education

## *Navy Pays You to Go!*

### ■ Graduate Education Voucher (GEV)

- LT/LCDR, shore duty time supports, good performer
- Apply to PERS-42
- Degree must earn NPS subspecialty code
- 20K/year for two years
- 3 for 1 obligation, max obligation 3 years

### ■ Tuition Assistance (TA)

- Covers tuition/fees up to \$250/credit hour not to exceed \$750/course up to 16 credit hours a semester.
- NAVADMIN 245/10 – quarterly cap on TA allotments – first come first serve
- NAVADMIN 029/12 – school must have MOU with DOD
- 2 year service obligation upon completion of degree or withdrawal from program (OPNAVINST 1560.9A)



# Graduate Education

## *Post-9/11 GI Bill*



### ■ Eligibility

- 36 months past initial obligation for full benefits

### ■ Benefits

- Payment indexed to full tuition
- Monthly stipend
- Annual stipend for books and fees

### ■ Transfer of benefits to spouse or child

- Served at least 6 years and agree to serve at least 4 more (or until retirement eligible)—may transfer unused entitlement to a dependent
- Does not impact Nuclear Officer Incentive Pay (NOIP)

### ■ Full details available at [www.gibill.va.gov](http://www.gibill.va.gov)



# Promotion and Screening





# Promotion Boards

## *Navy Career Milestones*



- **Governed by law - referred to as “Statutory Boards”**
- **Lineal number determines when you are “in-zone”**
  - Promotion zones released each December
- **Board Schedules are**
  - CAPT (O6) Line Selection Board – January
  - CDR (O5) Line Selection Board – February
  - LCDR (O4) Line Selection Board – April
- **Results released 3-4 months after board completion**
- **Promote the next fiscal year (OCT-SEP) based on seniority**
- **Nominal “in-zone” windows:**
  - CAPT (22 YCS) – ex: YG92 in-zone JAN13
  - CDR (16 YCS) – ex: YG98 in-zone FEB13
  - LCDR (10 YCS) – ex: YG04 in-zone APR13



# Screening Boards

## *Submarine Force Career Milestones*



### ■ Administrative Boards - run by Submarine Force

### ■ Boards Held for:

- DH (two looks – 5/6 YCS)
- XO (three looks – 9/10/11 YCS)
- CO (three looks – 14/15/16 YCS)
- MC (three looks – first look following selection for CAPT)

### ■ Schedules:

- CO/XO/DH – May of each year
- Major Command – November of each year



# The Board Process



## ■ Promote/Screen to the “best and fully qualified” standard:

- Sustained superior performance at sea
- Success in the “hard jobs”

## ■ The Board sees only the record – it must be up to date:

- Current Officer photo
- FITREP continuity
- Awards updated
- Joint Education
- Master’s Degree
- Subspecialty Codes valued by the Navy – Financial Management, Manpower, Operational Analysis
- PERS-42 website provides guidance on reviewing your record and submission of updates



# Your Record for the Board

## *Board Preparations*



### ■ Only you can provide information to Board

- All information must include endorsing cover letter from you
- Letters, FITREPS, awards, etc.
- For the LCDR (O-4) Board – **Ensure your 31 January LT FITREP is faxed to the board if In-Zone (IZ)**
- **Check Electronic Service Record online via OMPF review on Bupers On-line. If in doubt, SEND IT TO THE BOARD via email to [cscselectionboard@navy.mil](mailto:cscselectionboard@navy.mil)**

### ■ NAVADMIN 103/07 – Requirement for Officer Photographs in Official Military Personnel File

Information sent directly to the Board will not be used to update your permanent record



# **Division Officer Detailing**



# DIVO Shore Detailing

## *Slate Schedule*



<u>PRD</u>	<u>Slate</u>	<u>Opens</u>	<u>Closes</u>
Jan-Mar	1 <sup>st</sup> QTR	2 <sup>nd</sup> Week in July	2 <sup>nd</sup> Week in Sep
Apr-Jun	2 <sup>nd</sup> QTR	2 <sup>nd</sup> Week in Oct	2 <sup>nd</sup> Week in Dec
Jul-Sep	3 <sup>rd</sup> QTR	2 <sup>nd</sup> Week in Jan	2 <sup>nd</sup> Week in Mar
Oct-Dec	4 <sup>th</sup> QTR	2 <sup>nd</sup> Week in Apr	2 <sup>nd</sup> Week in Jun

- NOTE: If a PRD is the last month of a quarter play the following quarter's slate



# DO Shore Detailing *Mechanics*



## ■ Determine when you can roll – PRD

- PRD is a function of nominal tour length, ship schedule, and ship's manning situation – CO controls PRD
- Talk to the Chain of Command
- What happens if you don't roll at your PRD?

## ■ E-mail/Call detailer early in your slate

## ■ Submit preferences

## ■ Rank

## ■ Assign Jobs

## ■ Close the Slate

- Why does it take so long to close?



# DO Shore Detailing

## *Normal Slate Jobs*



- High Visibility – Flag Aides
- NPS – Naval Postgraduate School
- NNPTC – Nuclear Power School Instructor
- NROTC – Naval Science Instructor
- Overseas – Watch Floor/Staff Work
- Waterfront Support – Squadron/NSSC Staffs
- Staff – Research & Development, etc.





# DO Shore Detailing

## *Non-Traditional Shore Duties*



### ■ Examples

- Split Tour to a VA-Class NEWCON
- DESRON, PHIBRON (assignments on surface ships)
- Unaccompanied tours in Bahrain, GSA
- NPTU (Prototype) Shift ENG

### ■ Benefits

- Qualified volunteers “lock in” their preference (subject to career timing)
- Follow-on option:
  - » Pick off the slate—OR—homeport assignment guarantee
  - » Assignment and tour length is subject to career gate milestones (i.e. SOAC, O4 ‘in-zone’ look)
- Prototype duty affords the opportunity to pursue graduate education and/or JPME I (third year option) – OR – DH homeport guarantee



The only guaranteed path for dedicated time to focus on Grad Ed/JPME

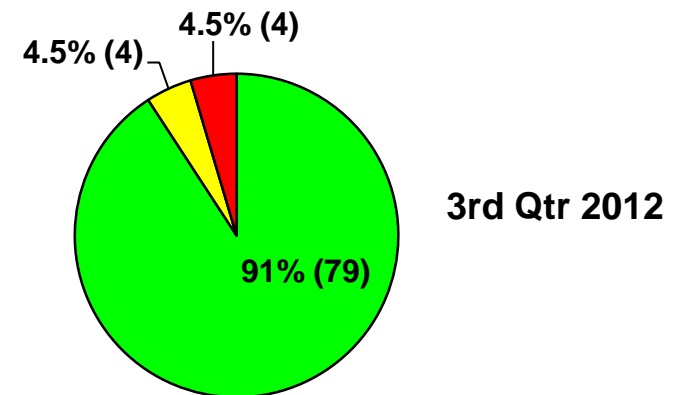
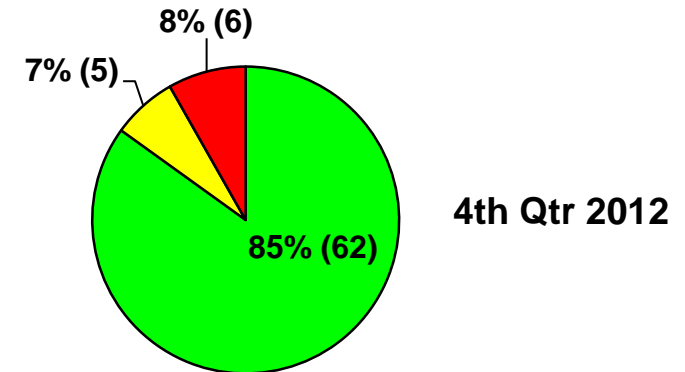
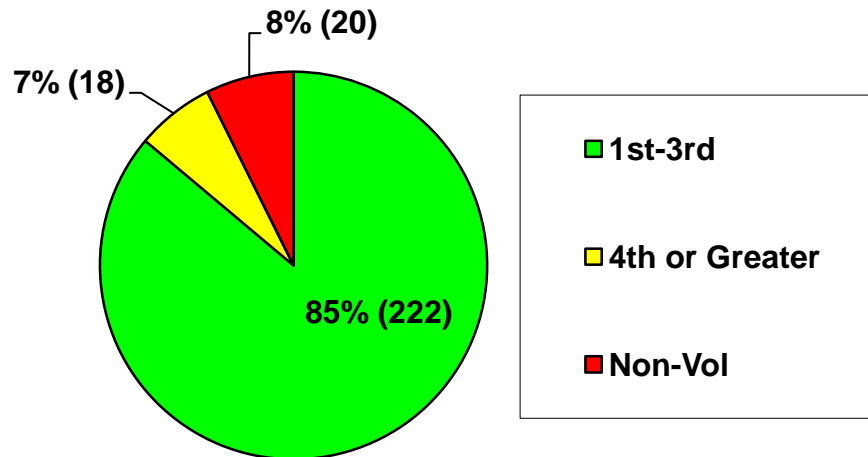


# Division Officers

## *Recent Slate Results*



Assignment Summary - Last 4 Qtrs (Overall)



Increased involvement  
with COs has improved  
satisfaction with the  
slating process



# Department Head Detailing



# DH Detailing



## ■ Slating/Orders Timeline

- Orders to Submarine Officer Advanced Course (SOAC) issued 4-6 months prior to SOAC
- Verbal assignment 1-2 months prior to SOAC
- Letter with homeport “intent” upon reporting to SOAC
- Orders to the ship about 3 months into SOAC

## ■ Billets

- List of billets provided ~3 months prior to SOAC when Detailer requests inputs for the Slate
- CHANGES DO OCCUR



# Post DH Detailing *Mechanics*



## ■ Determine when you can roll – PRD

- PRD is a function of nominal tour length, ship schedule, and manning
- Talk to the Chain of Command
- What happens if you don't roll at your PRD?

## ■ Establish Communications 9 - 12 mos from PRD.

## ■ Tour assignments based on:

- DH Experience
- Qualifications/Screening
- Needs of Submarine Force/Navy



# Post-Department Head

## *Shore Detailing*



### ■ ENG – 16 Fills/Year

- 18 Squadron/Group Engineers
- 2 TYCOM RADCON Officers
- 12 NPEB JBMs

### ■ NAV/WEPS – 23 Fills/Year

- 13 Squadron Operations Officers
- 3 Submarine School Instructors
- 1 SLC Staff
- 1 NSTCPAC Instructor
- 3 NPTU XO's
- 4 TRE JBMs
- 20 High Visibility Fills

### ■ SSBN NAV – 3 Fills/Year

- 2 Squadron Operations Officers
- 2 TTF Instructors
- 2 STRATCOM/SSP

### ■ SSBN WEPS – 7 Fills/Year

- 2 Squadron Weapons Officers
- 2 NPTI JBMs
- 2 TTF Instructors
- 8 STRATCOM/SSP



# **Commanding Officer and Executive Officer Detailing**



# XO/Post XO Detailing



## ■ XO Detailing

- **Post-DH Detailer:** determines class members 6 months out, emails members.
- Provide slate preferences per guidance on PERS-42 website
- **XO Detailer slates the class:** All records reviewed in detail to balance experience (tactical, shipyard, etc) between CO and XO
- Last chance to ensure officers have forward-deployed operating experience and strategic deterrence patrol experience prior to command

## ■ Post XO Assignments include:

- Major Staffs (OPNAV, TYCOMs, etc.)
- Joint Duty (JCS, STRATCOM, PACOM, etc.)
- War Colleges
- “Nuclear” Assignments
  - MTS OIC (x2)
  - Force Nuclear Power Officer (x2)
  - NRLL (x2)





# CO Detailing



## ■ CO Detailing

- 6 months on Post XO Shore Tour: Discuss PCO Slate timing with XO Detailer
- 5-7 months from start of PCO Training Pipeline: CO Detailer will contact you via e-mail describing the slating process and asking for preferences (ship type, homeport).
- 3-4 months from start of PCO Training Pipeline: Your assignment set, orders received
- PCO Training Pipeline is nominally 7-9 months – dependent upon ship type
  - » Naval Reactors (NR)
  - » Submarine Command Course (Pearl Harbor or Groton)
  - » Command Leadership Course (Newport, RI)
  - » Strategic Weapons Course (SSBN) (Kings Bay or Bangor)



# Screening Statistics

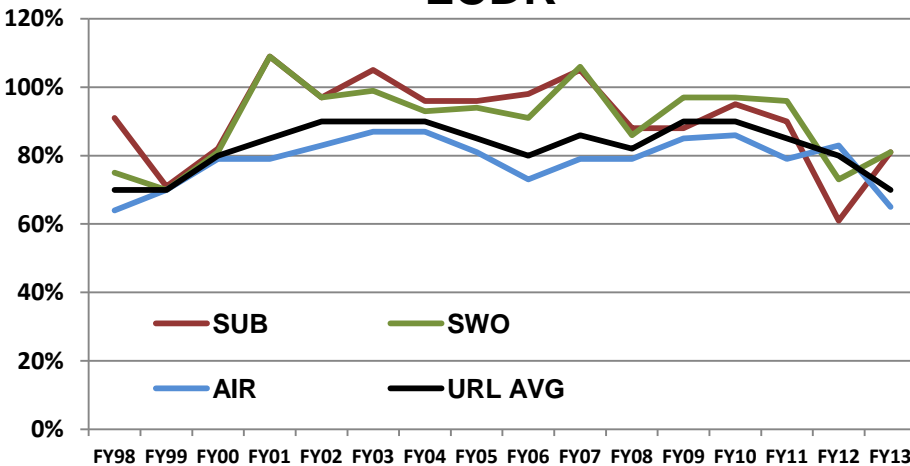


# Promotion & Screening Boards

## *Promotion Opportunity*



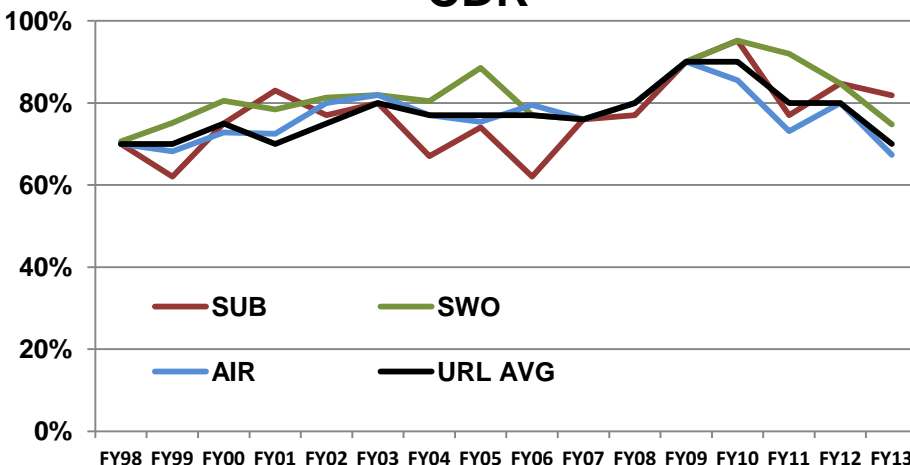
### LCDR



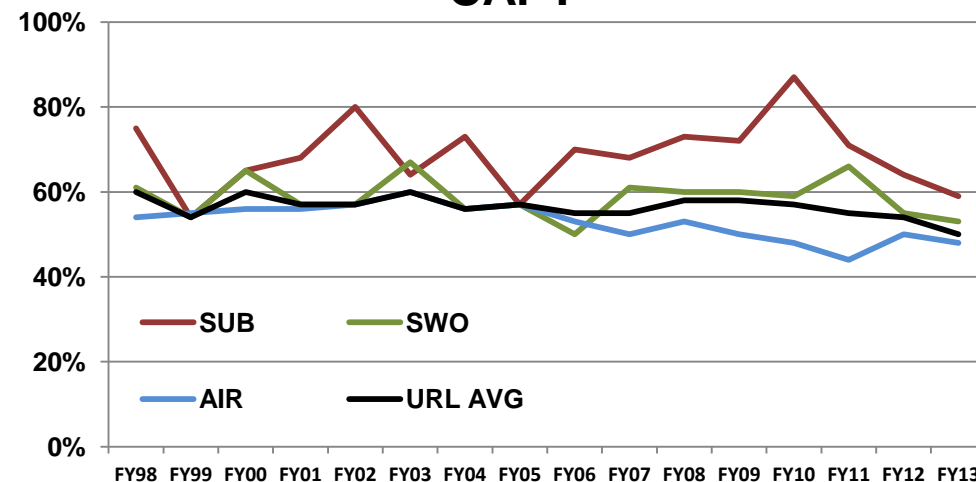
Flowpoints shifting right:  
LCDR – 10.6 yrs (FY06 - 9.9)  
CDR - 15.9 yrs (FY06 - 15.8)  
CAPT – 22 yrs (FY06 - 22)

Already frocking officers to CDR  
to relieve as CO

### CDR



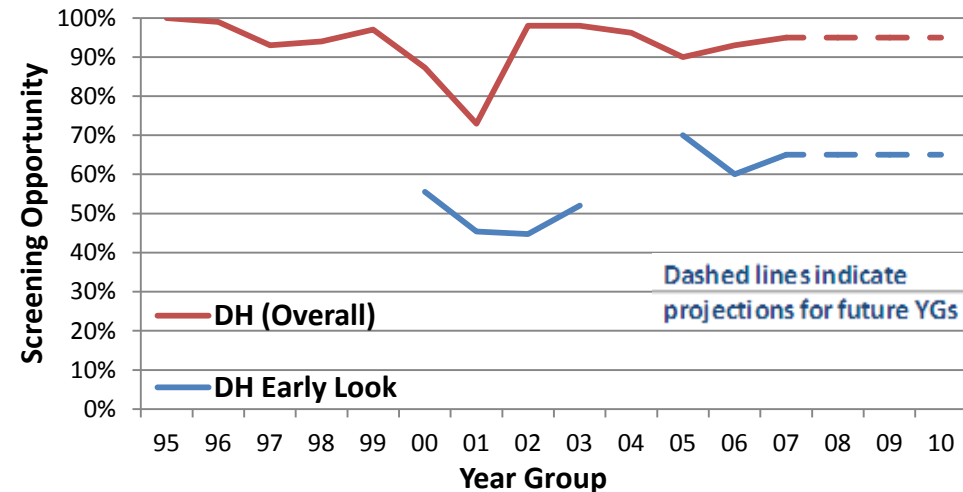
### CAPT





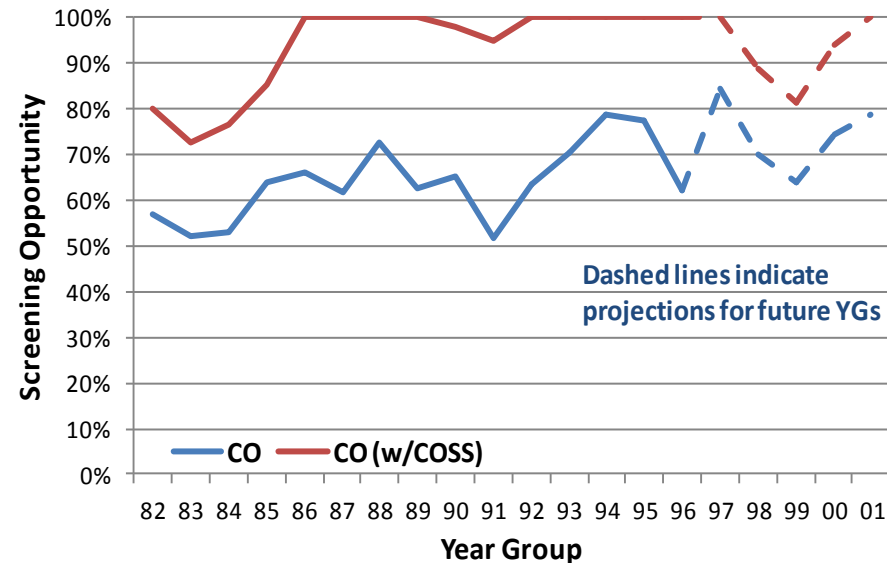
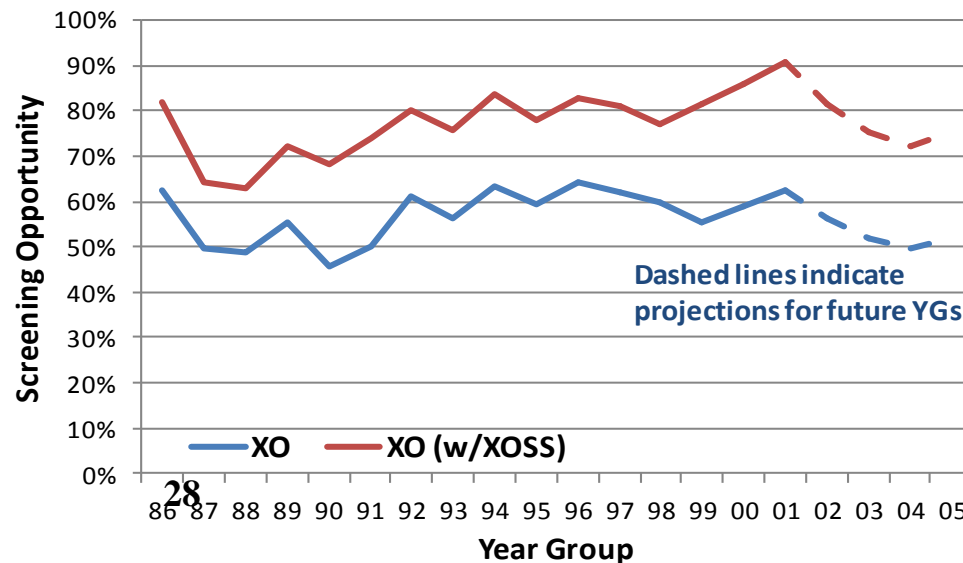
# Promotion & Screening Boards

## *DH/XO/CO Screening Opportunity*



DH opportunity will return to historic levels due to stabilizing retention, smaller YGs – reduces strategic communication challenge

XO/CO Screening opportunity consistent with historic norms





# Promotion & Screening Boards

## *XOSS Promotion Opportunity*



### ■ **Maximum of 25 officers per YG screen XOSS**

- An average of 9 XOSS officers are called up or screen on 4<sup>th</sup> look

### ■ **Billets identified as OIC, XO, or “XO Equivalent” are looked upon favorably by promotion boards**

- OIC NAUTILUS
- OIC USNSE Naples
- NSTCP ENG DET Pearl
- XO NSTF Norfolk
- XO DSU
- XO PCU
- XO FBM Test Unit
- NNPT Dept Director (x2) NPTU Operations Officer
- SUBGRU8REP Northwood UK
- XO NSTCPAC



# Promotion & Screening Boards

## *COSS Promotion Opportunity*



- On average 3-4 COSS officers are called-up per year
- Many post-deputy Command tours available
  - NSSC (5)
  - FBM Test Unit
  - Yorktown Torpedo Facility
  - NRD (1 or 2)
  - NSSF NLON
  - SUBTRAFAC NORFOLK
  - SLC DET SAN DIEGO



# Pay and Bonuses



# Pay and Bonuses

## *Nuclear Officer Incentive Pay*



	<u>Legislative Limit</u>	<u>Current Rate</u>
COPAY	\$35,000	\$17,500/\$30,000
AIB	\$22,000	\$12,500/\$22,000
LDO AIB	\$14,000	\$10,000
Accession	\$30,000	\$17,000
SSIP	\$200,000*	<u>\$15,000/\$20,000/\$25,000</u>

\* Cumulative over career

### ■ NOIP Changes

- Extended COPAY eligibility from 26 YCS to 30 YCS
- \$22,000 AIB for O6s





# Pay and Bonuses

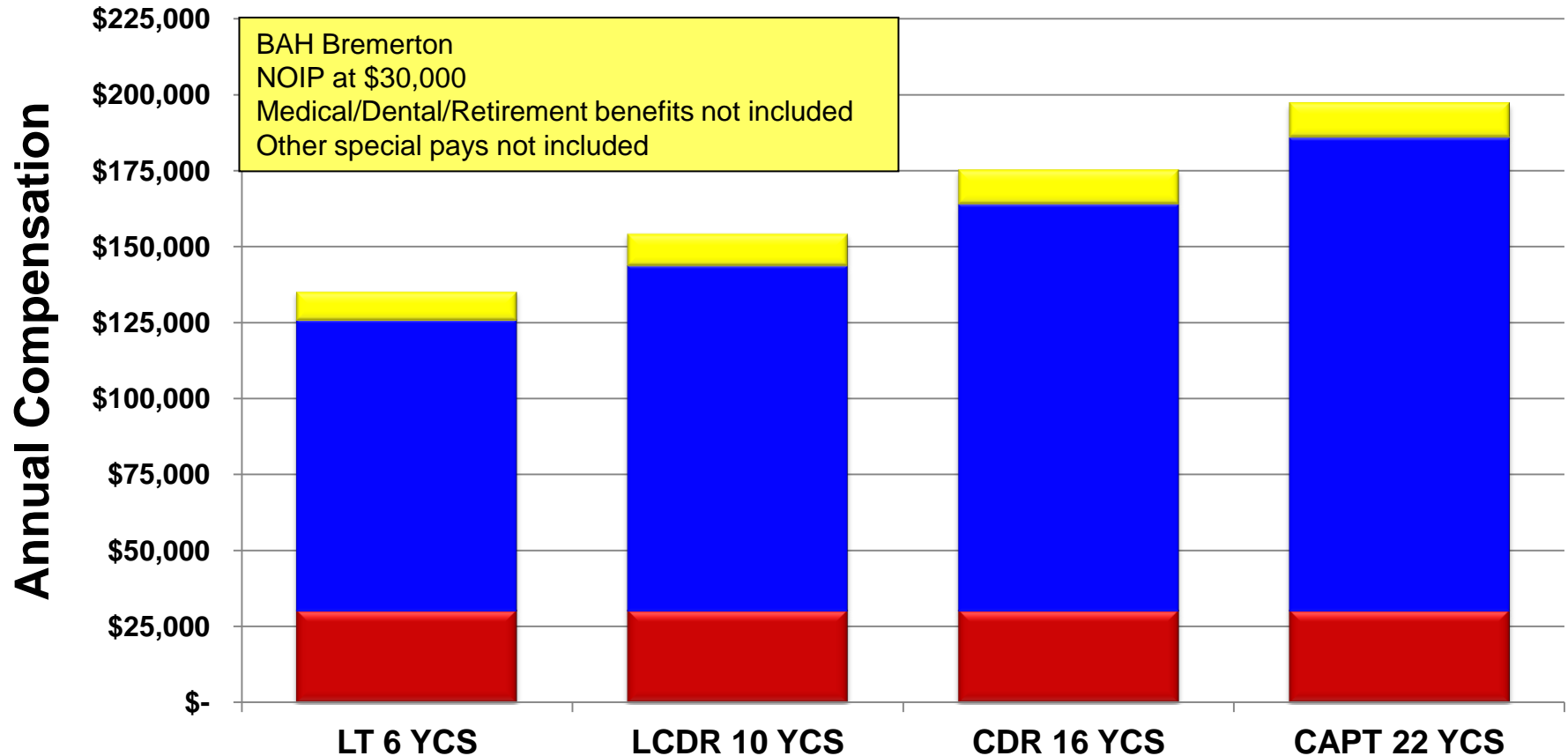
## 2012 Compensation



■ Bonus

■ Pays

■ Tax Advantage





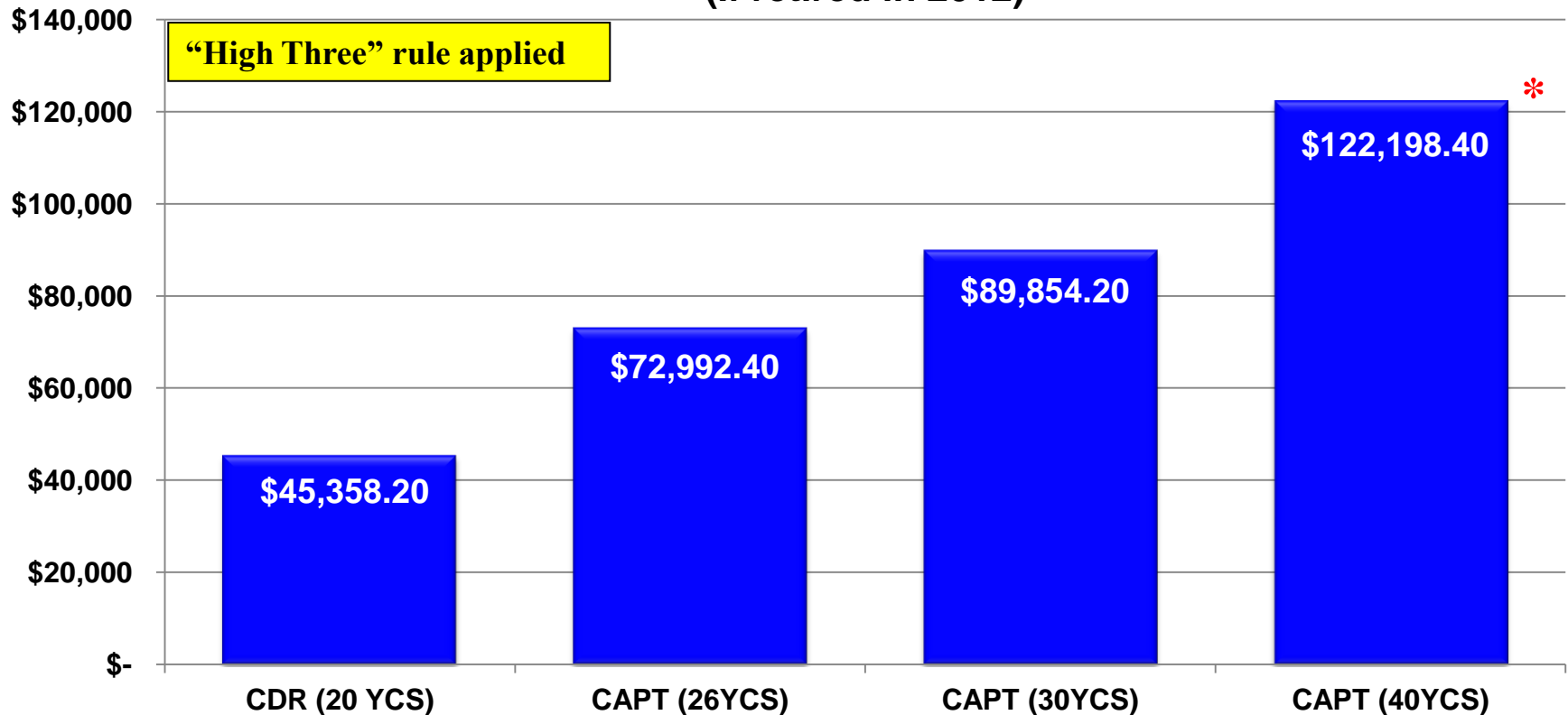
# Pay and Bonuses

## *Retirement Pay*



### Annual Retirement Pay

(If retired in 2012)



*\* Affects officers with prior enlisted service time*



# Current Events



# Current Events

## *What's New?*



### ■ Promotion Zones and Promotion Phasing

- LCDR, CDR, CAPT zones have increased but selection rate will remain competitive
- Promotion phasing plan continues at 3% / month for 11 months, 67% promote final month of FY
- FY13 CAPT, CDR, and LCDR results above URL Average

### ■ Command Qualifications

- Complete prior to detaching from the DH tour

### ■ JPME Phase I

- Must complete prior to beginning the PCO pipeline

### ■ Upcoming Boards

- FY13 Major Command Board, 5-9 Nov 2012



# Current Events

## *What's New?*



### ■ Budget Debates – lots of ideas on Personnel Programs

- “Big” Navy is overmanned by some metrics
  - » Special pays and bonuses continue to be reduced
  - » Resignation/retirement withdrawals difficult
  - » “Force Management” in progress – SERB, ERB, PTS, etc.
- Navy is undermanned by other metrics
  - » Significant delta between officers and billets
- Submarine Force Structure and Programs Faring well

### ■ Prototype Delays

### ■ FITREP 201

### ■ PERS-42 Drumbeat

### ■ TA Changes

### ■ Graduate Education Voucher Program

- 30 Quotas for Submarine Force Funded



# PERS-42 Website

*Stay Plugged In!*



- School Schedules (Pipeline, SOAC, PXO, PCO)
- Engineer's Exam (PNEO) Schedules
- DO Slates
- Graduate Education Information
- Nuclear Officer Incentive Pay (NOIP) program status and frequently asked questions
- Contract Re-Negotiation Procedures
- **Information on Pay Initiatives**
- Latest Detailing Port Visit and Screening Board Schedules

[www.npc.navy.mil](http://www.npc.navy.mil)

Search on "Officer Assignments" and "PERS-42"

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# Questions?